



POSTAL NEWS



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THE CANADIAN UNION OF POSTAL WORKERS
WINNIPEG LOCAL

VOL. 9, No. 4

19

MARCH, 1967



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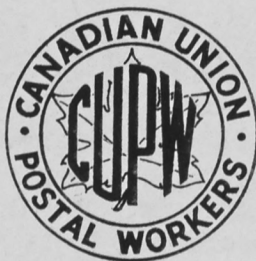
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NOTICE

CHANGE OF MEETING NIGHT

STARTING IN APRIL THE MEETING NIGHT WILL BE

The First Thursday Of Each Month

APRIL MEETING

THURSDAY APRIL 6th,

9:00 O'CLOCK

UNION CENTRE

PRESIDENT'S MESSAGE . . .

The National Executive of the Canadian Union of Postal Workers and the Letter Carriers Union of Canada met in Ottawa during the week of February 27th to March 3rd to form a merger of Postal Workers.

With the advent of collective bargaining on our door step the only possible solution to a strong and unified bargaining agent representing Postal Workers is to unite with all brothers in the postal service, if any union executive has any misgivings about a merger the membership should demand a referendum immediately. After all, the betterment of the membership is the main concern.

The Executive met with Mr. Faguy, Mr. Newell and Mr. Toal on February 23rd to air complaints about supervision and morale in the Winnipeg Post Office. Mr. Faguy suggested that meetings be held regularly between management and the Union Executive. The first meeting was held on February 28th and future meetings will be held twice monthly.

It is about time for supervisors and senior officers in the Post Office to realize the human factor must be considered first and not the figures suggested by work measurement, who by their ridiculous percentages have forced supervision to lie, cheat and completely disregard morale in order to uphold percentages dictated by these untrained and inept so called work measurement officers.

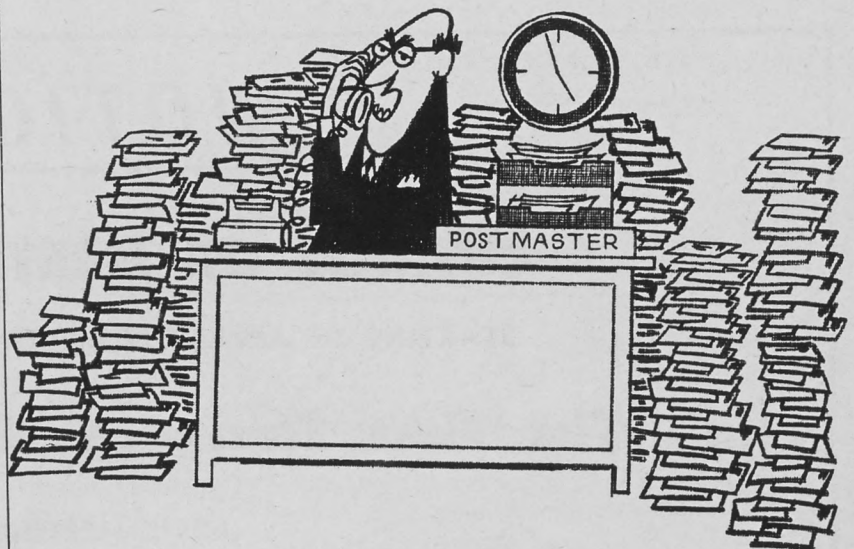
The cost ascertainment held once a month is a farce. Work measurement after a lot of organized confusion get some figures from this.

The old saying "Figures don't lie but liars do figure" is responsible for most of the counts on these days. When other related duties force Postal clerks and mail handlers to carry out these ridiculous counts I sometimes doubt their accuracy. After all, what has time study done for the employee except push more work on him forgetting the fact they are dealing with humans.

Condolences to our Field Officer, G. Gatehouse, whose mother passed away after a lengthy illness.



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Forward - Footnotes

The question of ten minute "Coffee Breaks" has become a matter of some concern as staff members on several occasions have been reprimanded for returning a few minutes late. In consideration of the fact that a minimum of four minutes, required for the round trip — not to mention a minute or two when stranded in a line-up; makes it difficult to comprehend this shabby treatment. At best, to gain time, a mad rush results which seemingly defeats the original purpose of providing a decent ten minute period of relaxation. Food for thought on our next round of collective bargaining.

Forward Staff Members were saddened by the sudden passing of Mr. Walter Boyce and extend their sincere condolences to his family in their time of bereavement. Mysteriously and strange to relate, Walter's pet household cat was stricken by his loss and shortly thereafter also passed away.

Fraser McLellan's mother was recently put to rest and the Forward Letter Section offers their sincere sympathies to Fraser and his family on the loss of one so close.

Joseph Sperling, a retired postal clerk, was accidentally killed when he slipped and fell down an elevator shaft. Mr. Sperling was employed as a member of the Canadian Corps of Commissionaires at the time of the mishap and will be missed by all who knew him well.

Congratulations are in order to Doug Martin and his fiancée on the occasion of their engagement. Doug, in his own words, is a mail technician on the Forward Letter Section.

Our belated best wishes to Steve and Molly MacDonald who exchanged matrimonial vows on September 17, 1966. Steve is an old pro in the postal hierarchy and can usually be found in the finalizing section of the Alta. and B.C. breakdown.

Geo. Atwell was away for his annual visit to the West Coast and extends greetings from Bill Moore and Ed Moulder to friends in the Winnipeg office.

Get well wishes go out to Bill Chorney from the Forward Night Staff Section. Bill is presently in the hospital undergoing treatment for a back ailment.

Mr. and Mrs. John Moses were away on vacation visiting friends in Saskatoon and have recently returned back home. Mrs. John Moses was convalescing after her

recent illness and is reported to be feeling much better. Our very best wishes for your speedy recovery.

Sonya and Robert Olien are pleased to announce the birth of a baby boy, Kenneth Grant, who was born on November 27, 1966 at the Grace Hospital. Kenneth Grant tipped the scales at 6 pounds, 13 ounces and is the first arrival in the family household.

Mr. and Mrs. Nick Samson became the proud parents of their first born baby girl, Debora Lynn, weighing 7 pounds and 20 inches in height. Debora Lynn was born on February 16, 1967 at 8:25 A.M. in the Women's Pavilion.

In closing, it might be mentioned that some staff members expressed a noticeable lack of respect on the part of certain supervisors for neglecting or else refusing to extend seasonal greetings during the last Xmas Festivities.

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REGINA

Local Staff — Management Meeting

For many months unresolved grievances have been accumulating in the Regina Post Office. These complaints, some serious and some minor, were brought to the attention of the local Union Officers usually at general meetings. Representations were made to the Postmaster and District Officers with very little success. To quote our local President "we were usually given a snow-job".

Recently we acquired a new Postmaster, Mr. J. H. Brown, who unfortunately is only acting. He has established harmonious relations with the Union locally. Along with this new development the District Office suddenly became aware that employees were human beings and Mr. Chelsom, the District Director, pledged that Union representations would be given fullest consideration in good faith. Several items were recently presented to the above management Officers and were resolved to our mutual satisfaction.

Still the accumulation of grievances appeared to be too much for the local Union meetings, so at the Nov. 1966 meeting it was proposed that we ask the Postmaster to arrange a formal hearing in the presence of the District Director to hear staff problems. At this inquiry any rank and file Union member would be allowed to present his beef with the assurance that there would be no recrimination. Mr. Brown and Mr. Chelsom readily agreed to this request and a date was set for January 23, and 24.

We were pleased that Bro. George Gatehouse our Field Officer accepted our invitation to appear with us.

At 10 A.M. on January 23rd there was assembled in the lecture room of the Regina Post Office, Mr. Chelsom the District Director as chairman, Mr. Brown our Postmaster, Mr. White Director of Operations for Saskatoon District, Bro. Gatehouse, Bro. Gus Hadesbeck Regina Local C.U.P.W. President, Bro. Joe Dean Corr. Secretary and two L.C.U.C. Officers who sat in as observers. Later on in the evening session Bro. Basil Purse and Bro. Bill Powchuk also sat in. They are Regina Local C.U.P.W. Vice-President and Secretary-Treasurer respectively. You can see that no speaker appeared without being assured that a large delegation of Union Officers were there to support him.

The response of the Brethren was most gratifying. Sessions were held all day and evening January 23rd and up until 2 P.M. January 24th. Able and knowledgeable brothers appeared from almost every section of the office. The Union of course had arranged this beforehand and only required a minimum of scrambling to get the people at certain times. Between each speaker a short discussion usually ensued among the board members. The whole meeting was conducted with courtesy and respect on both sides.

Topics ranged from personal seniority problems to casuals, supervisors and shift changes. Needless to say we cannot report on the whole inquiry, but several minor items, one annual leave beef and one major shift change problem was settled on the spot. Many other points will require study by management and we have been assured with utmost sincerity that our representations will be given serious consideration. Some situations seem to be beyond the control of the District Office.

Now the miraculous part is that such a Union-Management meeting at the District level with Union member participation was ever held. Bro. Gatehouse believes it is the first such meeting ever held. Mr. Chelsom is most anxious to establish good relations and hopes that we continue to blaze trails in UnionManagement affairs.

We were greatly encouraged by the presence of Bro. Gatehouse with his knowledge and experience.

We wish to thank Mr. Chelsom, Mr. Brown and Mr. White for taking so much time to listen to us and for trying to resolve our problems.

Above all we wish to thank and congratulate our Union members for coming forth so ably to make this meeting a success. The spirit of unionism is at an all time high in the Regina Local of the Canadian Union of Postal Workers.

Yours fraternally,

V. J. Dean,

Corresponding Secretary.

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Once again the time has come to give you a few highlights on the Curling Scene.

Winger and his rink won the round Robin, consisting of S. Baron, W. Brautigan, T. Burton and W. Currey.

The A & B Groups are well underway with a lot of good curling taking place, Bouncer Tascona is certainly curling good this year.

Plans have been made to hold our annual windup and presentation of trophies May 5, 1967 at the C.O.F. Hall, Sargent & McGee at 8 P.M. Let's have a good turnout.

So till next time, good curling.



WINNER ROUND ROBIN

Steve (Winger) Baron skip, W. Brautigan third, Tom Burton second, Bill Currey, lead.



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Winnipeg Local Executive Meets With Paul A. Faguy

Asst. Deputy Postmaster General

February 24th, 1967

The Executive on this date held a meeting with the Assistant Deputy Postmaster General Mr. Faguy.

The meeting came to order at 15:45 hours. The following were in attendance:

Mr. Faguy — Assistant Deputy Postmaster General

Mr. Toal — Postmaster

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Mr. Lunn — Personnel Officer

Mr. Newell — District Director

The following executive were also present:

F. McLellan, W. Konarski, G. Sawatsky, P. Miller, G. Stokes, R. Tascona, F. Reich, G. Gatehouse (Field Officer).

The main concern of the meeting was called in order to discuss Staffing, Supervision, and the low morale of the Winnipeg Post Office.

Mr. Gatehouse opened the meeting by asking Mr. Faguy why are not more Postal Clerks hired in place of casuals. Mr. Faguy in his opening comments replied that the Dept. has been trying to replace the casual help with full time help of Postal Clerks, but he maintains that a limited number of part time help is needed to insure that the local mail must be put out on its deadline to maintain the standard of service. These Part Timer's only work 4 hours and in turn could not be replaced by Postal Clerks as the insufficient amount of work would not warrant this. During the last year the volume of increased mail far surpassed all estimates that had been made. This in turn has levied the extra burden on the insufficient staffing. Mr. Faguy says he is well aware of the circumstances, but the additional spending of money has to be passed by the Treasury Board which allocates the Post Office a set amount of money to budget themselves on. Mr. Toal is still waiting for further information from the Treasury Board on his request to hire additional Postal Clerks and other classes where needed. Mr. Faguy suggested that regular meetings with the Postmaster and the Executive to discuss at an open table the validity on the number of casual help being employed at the Winnipeg Post Office.

The question of the shortage of Postal Clerks and Mail Handlers in Parcel Post was put forward by Walter Konarski. Mr. Toal replied that the figures he obtained from Time Study didn't warrant the increasing of any staff. He claims the men are not producing according to their ability. Our reply was that these figures mean nothing to us as these figures have never been shown to us as promised in the past. Mr. Toal replied that he would gladly set up a meeting to go over these figures if so requested by the Executive. We requested to have this done.

Mr. Faguy was asked what measures were being taken to give Supervision training in Human Relations in order to obtain a better co-operation and understanding between Supervision and Staff.

Mr. Faguy replied that he was in the process of

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doing this now. He has been travelling across Canada talking with Supervisors and Postmasters. He states now that Collective Bargaining is coming in that Supervisors must accept the fact that the Union is here to stay and they must accept this. The Dept. is also distributing literature to the Supervisors and that they must change their ways and means in order to fit in with Collective Bargaining. If their attitude fails to change they are to be brought to the attention of the Postmaster at the monthly meetings. If no further progress is to be gained with the Postmaster the matter will then be put in the hands of Ottawa. Mr. Faguy suggests that wherever possible local matters should be discussed at a local level with the Postmaster in order to settle the grievance before sending them to Ottawa.

The code of discipline according to Mr. Faguy was sent to our National Office two months before it was enforced. Mr. Gatehouse rejected this statement and replied that the National Office was never sent a draft copy and that the code was enforced before the National Office had a chance to study it. Once the Code Of Discipline was released it was rejected flatly by the National Executive. Mr. Faguy replied that the Code Of Discipline was here to stay but that they would accept any suggestions put forward by the National Office to improve upon the present code. The way the Code Of Discipline reads at present it can be interpreted to suit the P.O., and leaves the individual at the mercy of the Supervisor.

The Grievance Code was also rejected by the National Executive as it made no provisions for Shop Stewards, time limits, and various other things. Mr. Faguy agreed, and that the Code would have to be clarified.

The matter of Directives was also brought to the attention of Mr. Faguy. At present there is a dual interpretation of these and the Post Office Dept. uses the interpretation which best suits their need. Mr. Faguy replied that they now employ a man who makes it his job that there cannot be a dual meaning derived from further Directives.

Mr. Faguy and Mr. Toal were jointly told that the Morale of the Winnipeg Post Office was at the lowest ever and that there were going to have to be drastic changes in order to avert a possible 24 hour work stoppage which could happen if present conditions prevail. The Executive is willing to meet with Mr. Toal at any given time to discuss and settle the grievances but there has to be more co-operation shown in order to settle the existing problem.

The meeting was adjourned at 17:10.



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Pan - Am Review



JULY 22 TO AUGUST 7

Canada enters the major leagues of international sport next summer when the largest sporting event ever held in North America — the Pan-American Games — opens in Winnipeg.

This is a big test for Canada, which had its own national pride trampled when majestic Banff in Alberta was passed over for the 1972 Olympic Winter Games. Winnipeggers, conscious that they are under world scrutiny, intend to show that Canadians can — and will — put on the best show in the Pan-Am Games' 16-year history.

At this stage of the Games, the odds are definitely with Winnipeg.

Queen of the Canadian West, fourth largest city in Canada, Winnipeg is home for some of the most avid sport fans in the nation.

They take their sports seriously — display a fierce pride and loyalty to their athletes and teams. They're eagerly awaiting next July 22 when the two-week Games begin.

But they aren't sitting on their hands, saving their strength to applaud the 3,500 athletes representing up to 33 nations.

Winnipeggers are pitching in with a vengeance to help out with the many preparations. By next July 6,000 of them will be assisting the Pan-American (1967) Society, the voluntary agency set up to run the Games, and all for free.

They're even learning Spanish to assist the visiting athletes and be good hosts.

Women are just as enthusiastic as the men, working extra hours as stenos or attending classes in order to become proficient timers, attendants, or any one of the hundreds of posts to be filled.

Just about everyone, from Manitoba's Premier Duff Roblin and Winnipeg's Mayor Stephen Juba down to community club workers, is actively promoting the Games and urging friends to come to Manitoba to share in the excitement and fun.

The Pan-Am Games provide the best sports thrills to be found anywhere. Top athletes in their sports, including those who have starred in previous Olympic Games and will compete in those of the future, will be in Winnipeg July 22 to August 7.

They'll be competing in more sports than in a Summer Olympics — more than 400 events in 23 different sports — track and field, baseball, basketball, boxing, cycling, diving, swimming, equestrian, field hockey, fencing, soccer, gymnastics, judo, rowing, shooting, tennis, volleyball, water polo, weightlifting, wrestling and yachting. There also will be exhibitions in softball and canoeing, expected to soon become part of the official Games program.

At last count, 17 nations had already indicated they have athletes and teams in Winnipeg: Canada, the United States, Mexico, Argentina, Brazil, Dominican Republic, Netherland Antilles, Peru, Puerto Rico, Uruguay, Cuba, Panama, Trinidad and Tobago, Columbia, The Bahamas, Jamaica and Chile.

Final entries are not required until 30 days prior to the Games.

Columbia and The Bahamas never before have entered the Pan-American Games. For Winnipeg, Columbia

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will have 168 athletes on parade, an indication of their growing interest.

And interest is growing quickly at all levels, now that opening day nears.

In keeping with a decision to make the Games a good time, besides being the time for concentrated competition, Opening Ceremonies will present the biggest show Winnipeg has seen since VE Day.

Opening Ceremonies will be held in the Winnipeg Stadium and will include a colorful parade of athletes, the traditional torch ceremony and the release of doves to symbolize the peace between the nations which exists in Games such as these. Flags, banners, massed bands and choirs will add to the festive picture.

Opening day ceremonies will command the highest prices during the Games with tickets ranging from 50c for students, to \$10. a head for those who want to be right up front. Most seats at any of the Games events will be available at \$1 to \$3 with a top price of \$4. Games organizers are giving what they call a "mass discount" in order to play to full houses.

Service organizations and clubs are now selling vouchers, redeemable for reserved seats when tickets go on sale in 1967.

The Games grip the Winnipeg community short of nothing else save the disastrous 1950 flood.

Perhaps this is because its people, victims of one of the largest floods to inundate a North America city, know what it's like to get a hand — and are now quick to offer one.

Even the flood is of some assistance.

Rowing was a ticklish problem when Winnipeggers, led by Mayor Juba and Jim Daly — now executive director — went after the Pan-Am prize. Winnipeg is a prairie city with the Red River twisting through its heart, so crooked that the best body of water for oarsmen was 50 miles distant. The solution was to use the \$68 million "big ditch" the floodway, now being built around Greater Winnipeg to prevent a recurrence of the Flood of 1950.

Three miles of this Floodway will be dammed and 600 million gallons of water pumped in to provide the best rowing course in the history of the Games. Floodway banks become a natural stadium.

Solving such problems is nothing new to former rower W. Culver Riley, President of the Society, and the

members of the five major boards and almost countless committees and sub-committees working on preparations.

There was some doubt that Winnipeg had the facilities to stage an event of international calibre.

Even some Games enthusiasts must have been surprised by the result of an extensive survey of their sports plant. Greater Winnipeg's 500,000 population was richly endowed by both public and private facilities, most of which will be used for the Games.

All that was needed were minor renovating and expansion of existing facilities, plus the addition of three others involving a total capacity outlay of five million.

A track and field stadium, a velodrome for cycle events and the largest indoor pool of its kind in Canada now are under construction and will be ready well before the Games open.

There was one anxious moment when the tender for the 225 by 75-foot pool came in far over budget. Federal and Provincial Governments, which are sharing costs with the City of Winnipeg, obligingly picked up the added cost.

Looking to the future — long after athletes have returned home to recount their triumphs in Winnipeg — Society officers planned new facilities to be used widely by future generations of Manitobans and probably for other national and international sports events as well. All have been sited and designed so that they will serve the community which made them possible in the first place.

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In spite of a definite need for a stable and permanent work force, postal management seems determined to create the exact opposite.

In rather rapid succession there have been the sixteen hour temp program, then the eighty-nine day temp program and now the proposed part time regular program. All of these lavishly described experiments have simply been attempts to take care of students and housewives and various other unemployables who gather in post offices, often at their own convenience, and generally at the expense of the government and the career postal employees.

From time to time top postal officials have expressed surprise at the difficulty in obtaining permanent postal employees and their amazement would lead one to believe that they are living in a vacuum completely apart from the outside world.

In today's labor market, it is not at all surprising that the average high type American Male would think twice before accepting postal employment. Neither is it hard to understand how a man or woman accepting such employment might quickly become disenchanted and leave for greener and more desirable pastures.

What the postal service offers as permanent employment may have been acceptable back in the days of the depression, but by today's standards, there is much to be desired.

Very few persons are willing in this day and age to embark upon a career which for quite a period of time offers no guarantee of any income whatsoever. Also, most prospective employees shudder when they think of the starting and finishing time of postal workers. Add all these factors together and couple them with inadequate salaries and it is not hard to figure why prospective employees, especially men, would rather earn more and work

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less in other lines of endeavor.

Worse yet, when employment has been accepted, the new employe is immediately chagrined to learn that employment depends not upon "on the clock" training, but rather upon scheme knowledge which must be demonstrated yearly at the time and expense of the employe. The rapid and costly turnover among postal employes, especially clerks, is surely no puzzle. The only way, of course, to attract and hold competent employes is to make postal employment as desirable as employment elsewhere.

Inasmuch as the life of a postal clerk has many drawbacks, the easiest and quickest way to secure efficient, new employes is to offer salaries that are competitive with other lines of work. The way to hold employes is to treat them with dignity and to give to them whatever advantages there are available. If there are desirable shifts or tours of duty, they should be for career employes exclusively and not for temporaries or part time regulars. If there is extra work available it should be distributed as overtime to those permanently employed and should not be handed out to people who are using the post office as a supplemental income or as a stopping off place until something better comes along.

It is not being suggested here that there is an easy solution to a better postal service nor to a work force that will be completely happy and satisfied.

There are certain basic ways however to move in the right direction and if only the Department will stop playing politics and start playing Post Office, there can be only one result and that is "improvement".

Spell It Out

There is a sizable force of employes in the Post Office Department in Washington, D.C. and most of them are intelligent and efficient people.

With such a large pool of talent to draw upon, it is very surprising that there is so much difficulty in finding someone who can write a bulletin or a directive that can be read and understood by postmasters and rank and file employes alike.

Almost always, when a bulletin dealing with important matters is issued, many postmasters seem to have a way of reading into the order an interpretation favorable to themselves and detrimental to the welfare of the employes.

Inasmuch as employes also sometimes interpret orders in their own favor, it would seem that differences of opinion might be avoided by writing bulletins in clear cut fashion

without the usual double talk which allows postmasters to circumvent the original intent of the Department. At times, it almost seems as though directives are written with the purpose of causing confusion. The use of certain phrases such as "Except in case of emergency", or "Except where it may be performed at less cost" opens up a wide area of confusion and allows postmasters to more or less make their own interpretations.

Unfortunately, the confusion is not confined to the local level. Very often after a bulletin has been written, there is a great difference of opinion as to its intent between postal and union officials and upon occasion even between Department officials themselves. There is always more than enough discord existing in labor-management relations.

Much of it might be eliminated if management would say what it means, say it clearly and then enforce it.



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NATIONAL EXECU

National Executive met in Ottawa
February 27th, 1967 to discuss
Merger talks with the L.C.U.C.
National Council February 28th
through to March 3rd.



EXECUTIVE MEETING



Front Table

Left — W. Kay, National President
Right — Rick Otto, Executive Vice President

Field Officers:

From left to right—

M. Shalaghan, Alta. and Sask. West

P. Gruslin, Quebec South —

Roger Tremblay, Quebec North

A. R. McLay, B.C., Peace River, Y.T.

W. Kidd, Ontario North

A. D. Clark, Maritimes

S. W. Buzzell, Ontario South

G. Gatehouse, Man., Sask. East and
N. W. Ont.

- MORALE -

By Emmet Andrews, Executive Aide
The United Federation of Postal Clerks
POSTAL ACADEMY??

I again suggest the Post Office Department get into the 20th Century by establishing a Postal Academy.

There has long been a need for an improved promotional system and development of better communication

within the Post Office Department. If a Postal Academy were instituted it would assure the average employee a better opportunity for promotion, as well as a chance to develop within the Post Office Department.

Since many countries throughout the world have already long-established Postal Academies, the United States is lagging far behind in this phase of training and education. It is felt that a Postal Academy could be the answer to many of the problems facing the post office today.

The primary reason for establishing a Postal Academy is the fact that the Post Office Department is a business all its own, peculiar to its own individuality. Its rules do not apply to any other agency, or to private industry, and they cannot be learned anywhere else except within the post office. In fact, the postal employee is caught by this peculiarity because, in the final analysis where else could he go and state to an employer that his qualifications for a position were that he had worked in the post office or had postal experience?

The Post Office Department has considerable authority within its realm. Yet, its lines of communications have become completely bogged down in interpretations and the only way this is ever going to be improved is through the utilization of a Postal Academy.

Another reason for this establishment, is the apparent lack of communication and understanding between the various Departments, Regions and post offices throughout the country. Today in the post office, many survey teams and top officials are being sent here and there throughout the country, which has to be a considerable expense factor. I mention this because if a Postal Academy were to be established in the middle west, at perhaps a former military base that has been phased out, it would save considerable travel money and time, and would practically pay for itself in travel alone.

The only way that this can be accomplished would be for all new management personnel from the first line supervisors up to the postmasters and regional officials, as well as departmental officials, to be thoroughly indoctrinated for a period of 30 to 60 days. It is my feeling that if they were all trained in this manner they would

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approach their duties with a thorough understanding of all the phases of postal problems and most important, how to handle personnel. At the close of the training period they should be given an examination on all the jobs on which they have trained, and could then be graduated or flunk.

This is suggested because one of the greatest faults in the post office is the fact that once a person is made a supervisor it is very similar to being initiated into a blood fraternity. He is never reduced unless he practically commits an unpardonable sin, retires, or is "kicked upstairs." This, above all, would improve morale for all employees because if such an examination were held it would wipe out forcing all employees to live with a mistake or poor appointment the rest of their postal careers.

CRITICISMS

There has been criticism of the supervisory oral examinations, and also the political set-up in the Post Office Department. While a person may take an examination and pass it, he doesn't necessarily have the common sense to handle people which is vital in the service today.

As far as the political aspect of promotions that exists in the post office today, only in this way would the final result be to overcome this, and perhaps Congress will reevaluate this some day.

The desperation tactics of the Post Office Department today are revealed in their trying to develop hourly rate regulars, increase temporaries, trying to completely revise all the transportation system of the Post Office Department, and the economy orders which resulted in the Chicago fiasco, and their complete reliance on the ZIP Code Program as being the final answer. It has become quite obvious that neither these innovations or the machines are going to meet the problem at the present time, or in the near future. The recent release of the Department in trying to develop a Staff Institute or a Postal Skills Inventory Bank, all illustrate the desperate need for a Postal Academy today.

There are many ideas now being given consideration that the post office needs college graduates and other outside management personnel as the answer to present postal problems. If MORALE needs another slap in the face depriving loyal career employees of these promotional incentives will do it. If a person restricts himself to a postal career then the Department has the obligation to give him the opportunity to improve himself in the post office.

We must analyze one factor above all. The tremendous personnel turnover in the Post Office Department today necessitates a better trained supervisor and better working conditions to offset the salary limitations.

We also need to do something to correct the present indiscriminate development of ideas that are not proven but merely appear to be something pulled out of a hat and thrown into the treadmill of publicity releases.

I submit this article so that the idea can be exposed to all for their consideration. I will appreciate your comments on developing any program along this line.

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Revised Final Proposals For Programme On Merger Between The L. C. U. C. And The C. U. P. W.

Made by Francis K. Eady of C.U.P.E. 2nd March, 1967

(1) That the National Council of the LCUC and the National Executive of the CUPW jointly hereby agree to set up a sub-committee immediately, consisting of two National Officers from each Union to draft a revised

constitution for the CPU based on the CLC draft which shall cover the usual provisions plus:—

(a) A clause covering the manner in which the two Unions shall apply for certification under the PSSRB. It shall also contain a clause on the manner in which either or both unions may withdraw from the CPU and the joint certificate.

(b) A clause containing a commitment by the two Unions to use the CPU as a first step towards a merger between the two Unions. This commitment to be approved by a joint resolution passed by the two unions to-day (the 2nd day of March 1967).

(c) A clause providing for the President of each Union to act alternately as Chairman of the Joint Negotiating Committee with the Government, and that publicity for each session shall be arranged by the Union who is not in the chair for that session. It is understood that when necessary that both Unions may mutually agree on no publicity if the circumstances so require.

(d) A clause providing for meeting the financial costs of certification and negotiation by the CPU.

(e) An agreement on a Successors Rights clause in the first agreement between the CPU and the Government.

(2) That this Joint Meeting of the National Council of the LCUC and the National Executive of the CUPW hereby agrees to set up an LCUC - CUPW Merger Committee forthwith consisting of five National Officers from each Union, which number shall include the four Officers

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named on the CPU Sub-Committee mentioned above. It is understood that this Committee may set up sub-committees for drafting purposes only.

(3) That the timetable of this CUPW - LCUC Merger Committee shall be as follows:—

- (a) Meetings to be held as often as possible on a continuing basis from March 1967 onwards.
- (b) That this Committee shall give an interim progress report to the National Council and the National Executive of the respective Unions by the end of June 1967, and shall make its report by 30th September, 1967. If progress towards merger is being made this deadline shall be extended to a date mutually agreed upon by both components but this date shall not extend beyond the year of 1967.

(c) At this point the report of the Committee should be sent to the National Council and the National Executive respectively for their ratification, and in the case of the LCUC for a vote of their membership, together with a firm recommendation to obtain their views. This should take place as soon as possible but not later than 30th of January, 1968.

(4) In the event that the proposals are approved the two Unions shall meet to approve and sign a merger agreement which shall be binding on both Unions, subject to ratification at their respective Conventions.

(5) When, and if, the merger agreement is signed the Officers of the two Unions shall immediately fix a Founding Convention in a mutually acceptable City, the time of which shall be between June, 1968 and August 1969, or before if mutually agreed.

(6) The terms of reference of the Merger Committee shall be sufficiently wide to cover all possible methods of bringing the two Unions together, but must include the following:—

- (a) A draft constitution
- (b) A draft merger agreement
- (c) A draft budget

(d) Staff arrangements (both field and technical)

(e) Officers of the merged Union

(f) Rules of procedure of the merged Convention

(7) That all the items listed in paragraph 6 shall be brought to simultaneous but separate Conventions for ratification as a package, at which time the two Unions will formally wind-up their affairs. Then the merger conven-

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tion shall open the following day as set out in the merger agreement.

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It is understood that the parties may call upon the good offices of the Canadian Union of Public Employees through its National President, Brother S. A. Little, to assist and advise them in any problems which may arise during their merger talks.

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this 2nd day of March, 1967.

Francis K. Eady,

Executive Assistant to the President,
Canadian Union of Public Employees.

Postal Worker's Union Agree On Merger Programme

OTTAWA, Ontario — March 8th, 1967. (IMMEDIATE)

The National Presidents of the Letter Carriers Union of Canada and the Canadian Union of Postal Workers, Mr. Roger Decarie and Mr. William Kay, respectively, today announced a program of co-operation intended to lead to an eventual merger between the two Unions.

The two Presidents said that a joint meeting of the National Executive of the C.U.P.W. and the National Council of the L.C.U.C. a document was signed agreeing to apply for a joint certification to the Public Service Staff Relations Board under a council of Postal Unions. It was also their intention to open immediate merger talks with the hope of creating a merger of the two Unions to replace the council of Postal Unions.

The meetings between the two Unions were chaired by Francis K. Eady, Executive Assistant to the National President of the Canadian Union of Public Employees, who also acted as mediator in the talks. Mr. Eady also prepared the drafts of the proposals which, together with amendments, were the basis of the eventual agreement signed by the two Unions. Both Unions are affiliates of the Canadian Labour Congress and the joint membership of the two Unions and of the eventual merged Union will be over 20,000.

Details of the settlement will be sent to all members across the country and to the C.L.C. Both Presidents expressed pleasure this agreement which they said would place Postal Workers in a stronger position in their bargaining with the Government under the new legislation giving bargaining rights to Civil Servants.

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The Winnipeg Local is sending 21 members to attend courses that are to be held in the United College Saturday and Sunday, March 11th and 12th. The following will be taking the course in SHOP STEWARD TRAINING:

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The following members will take in the course on "Modern Collective Bargaining Trends":

G. Sawatsky, W. Konarski, G. Stokes, Geo. Gatehouse, F. McLellan.

Also attending the Institute will be two members from the Brandon Local — R. Munson and A. J. Downes.

Collective Bargaining In The Public Service

"From a memorandum to the Government of Canada by
the CANADIAN LABOR CONGRESS"

After many years of waiting, collective bargaining in the public service of Canada is about to become a reality. This is a major change in federal labour relations policy and we commend you for your initiative in this respect. Bill C-170, the Public Service Staff Relations Act, was in our opinion deficient in many respects and we said so to the Parliamentary Committee which examined it. We were pleased to observe that a number of amendments were recommended by the Committee and were accepted by your government.

The real test of the legislation, however, lies ahead when collective bargaining will begin. Whether it will be collective bargaining carried on in good faith or merely an exercise in futility by the employee organizations in the public service will depend in very large measure on your own position as the employer. It will depend not only on the attitudes which you bring to the bargaining table but the personnel policies which you establish and the instructions which you issue to those who are engaged in the managerial function on your behalf. The adminis-

tration of grievance procedures, their adjudication and the work of arbitration tribunals will also colour the labour-management relationships which will develop. Although collective bargaining in the public service already exists in other parts of Canada, its introduction in the federal field represents bargaining on a scale unknown before and its results may have far-reaching effects. We for our part propose to do everything in our power to help develop a sophisticated and mature labour-management relationship in the public service of Canada. We hope that you will direct your energies in the same direction.

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WHAT IS MANAGEMENT?

Reprinted from the "Tiger Rag", the official publication of the Hamilton Local C.U.P.W.

The Post Office Department has worked very hard producing organization charts, manuals and graphs. These are very well done and show a very excellent administrative system. However, the department seem to have great difficulty in getting results from their own people. They know a great deal about organization but don't seem to be able to make it work.

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If you ask a member of management what is meant by "Management", the reply will likely contain a number of things, divided into separate compartments. Possibly he will mention planning, budgeting, directing, organizing work production, achieving technical competence, and so on. These are, of course, all essential parts of the management task, but a common link is missing — PEOPLE.

Mr. L. A. Appley, in his book, "Management the Simple Way," puts it very concisely, "Management is the development of people and not the direction of things — management is personnel administration".

This, of course, raises the question, "What is meant by personnel administration?" The best definition I have heard is this: "Personnel administration is the process of organizing and treating people at all levels, at the places where they work, so that they will achieve and give the best that is in them while getting the highest degree of individual satisfaction."

Contrary to popular opinion, personnel management is NOT the responsibility of the personnel office. It is the job of every level of supervision. The personnel officers' role is to advise and help management in developing their policies. Personnel people do not make policy and decisions about employees without usurping the responsibility of operating management.

The whole point so far, is that personnel management is not a separate part of management, different from the problems of work production, design and budgeting etc. It is a prime management role, filtering through all levels of management in every department.

The first question every member of management team must ask himself is "Am I going to work for results through people or with people?" This question must be answered, because it has a great deal to do with his work methods and results. In the first instance if he works "through people", he is managing by rule or "authority", in the second case where he works "with" people, he is managing by co-operative teamwork. And not every supervisor is in agreement as to the way he wishes to operate. However, experience has shown that a

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productive atmosphere can be developed in any department by supervisors who make the assumption and put their reputations on it, that the positive qualities of their employees are likely to outweigh their negative qualities.

Managing by rule is by far the most prevalent system, both in government and industry. We use a system of controls achieved by centralizing authority and maintaining a chain of command. Every manager is clothed with a certain amount of authority and responsibility with which he can operate his work unit and he is accountable for the results obtained. If problems come up that are not covered by his cloak of authority, they are generally referred "up the line."

Take the case of the construction worker repairing the roof of a building. He realized he couldn't finish by quitting time so asked his foreman what he should do. The foreman was confused with the overtime regulations and called his supervisor. The supervisor had no desire to break the rules concerning overtime, so he told the foreman to make his own decision. The foreman's judgment told him to authorize overtime, but his fear of breaking the rules was stronger. He told the construction worker to cover the hole in the roof and finish repairing it the next morning. That night a heavy storm ripped off the covering and further damaged the roof and interior of the building. Two extra days were required to finish the job. Management by rule is not always an efficient system.

How about managing by co-operative teamwork? Here the supervisor works "with" people and the objections of the work unit are shared through all its levels. In such a situation we would find members of the management team under less close supervision from the top; management not directly stressing the production goal; the employees sharing in decision making; managers with a strong feeling of confidence in their roles as supervisors; managers who helped employees develop a sense of responsibility with respect to the work to be done. The relationship of management to worker is in essence, that of a coach with his team. To achieve this near perfect situation, management must be getting effective results with people.

The classic approach in examining the role of management has been in terms of principles which must not be violated; relating the various functions of management to these principles and making the best use of available resources. These fundamentals of good management

must, of course, be adhered to, as it is obvious that the manager who does too much or too little with too many or too few resources without adequate planning, organization or control will fall by the wayside very quickly.

However, even though he is skillfull in maintaining an effective balance in these fundamentals, he has no guarantee of success. To successfully close this circle he must be personnel minded and he must be aware that winning the co-operation of his employees is the essential and constant task of a manager.

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At the 19th annual general meeting of the Winnipeg Postal District Employees' Credit Union Society Ltd., held in the Post Office cafeteria on February 23, 1967, L. La Roque, H. Nimchuk, W. D. Romaniuk and G. B. Simp-

son were re-elected to the Board of Directors for a term of two years.

L. H. Patterson and S. R. Sessions were re-elected to the Supervisory Committee and the voting for the three vacancies on the Credit Committee resulted in the re-election of W. J. Bell and G. D. Gatehouse and the election of S. Hannon, all for a term of two years.

The meeting was attended by well over the required quorum of 100 members and concurred with the Directors' recommendation that the undivided earnings for 1966 be distributed among the members in the form of a dividend on shares at the rate of 4½% and a patronage refund of 15% of the interest paid by the members on ordinary loans.

The financial statement and Committee reports were well received and questions pertaining to the year's operations proved of interest to the many members who engaged in the resulting discussions.

Members may be pleased to learn that F. G. Butterworth has recently been re-elected to serve a third term as a member of the Board of Directors of the Co-operative Credit Society, the central financial organization owned by credit unions and other co-operatives to take care of their needs and provide such services as may be of mutual benefit to all members.

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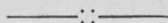
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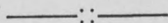


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Responsibilities Of The Shop Steward

What is the responsibility of the Shop Steward in the enforcement of the department rules?

He is responsible to see that management and worker do not break these rules.

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The shop steward is responsible to the workers in his office and to them alone. He must be able to assist and give information to a fellow worker on a moment's notice, and if he has not the information, get it as soon as possible.

The Shop Steward is not responsible for the education of the workers in his office. This should be left in the hands of the local, district and national education committees.

It is not in the best interests of the Union, for local union officers to interfere with a shop steward when he is performing his duties. They should act only when he requests their assistance.

The shop steward acts at all times as a peace-maker, between worker and department representatives, at all times he must be level headed, use good judgment and have a good sense of humor.

The shop steward must listen to all, gripes, complaints and grievances, whether or not they are dealing with regulations or a contract. His main concern here is, before any grievance is presented, the shop steward makes sure that the grievance is legitimate, if still in doubt he takes it to the local president or to the district representative.

The shop steward tells the workers in his office, what to do and what their rights are. Namely if they have a grievance they must submit it to him in writing, and he will declare what regulation or paragraph of the contract is broken, and the steps that will be taken to correct this grievance and how far he can go.

The shop steward should never show fear in front of Department Officials, if need be raise his voice to make a point, but never lose his temper. This could prove fatal.

The shop steward should know regulations and his contract backwards, so that he can enforce every provision, as laid down in both.

It is the duty of the shop steward to keep the members of his office, well informed on all issues, final settlement of all grievances should be made known at all levels and returned to office for filing.

Now Brothers, I believe you will understand when we say, the shop steward will eventually become the most important person in our union. In essence he must be a jack of all trades, work in and for the best interests of the union and the workers he represents at all times.

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IN TUNE WITH THE TIMES

The following is a report of an anonymous work-study engineer after a visit to a symphony concert at the Royal Festival Hall in London:

For considerable periods the four oboe players had nothing to do. The number should be reduced and the work spread more evenly over the whole of the concert, thus eliminating peaks of activity.

All the 12 violins were playing identical notes; this seems unnecessary duplication. The staff of this section should be drastically cut. If a larger volume of sound is required, it could be obtained by electronic apparatus.

Much effort was absorbed in the playing of demisemiquavers; this seems to be an unnecessary refinement. It is recommended that all notes should be rounded up to the nearest semiquaver. If this were done it would be possible to use trainees and lower-grade operatives more extensively.

There seems to be much repetition of some musical passages. Scores should be drastically pruned. No useful purpose served by repeating on the horns a passage which has already been handled by the strings. It is estimated that if all redundant passages were eliminated the whole concert-time of two hours could be reduced to 20 minutes and there would be no need for an intermission.

The conductor agrees generally with these recommendations, but expressed the opinion that there might be some falling-off in box-office receipts. In that unlikely event it should be possible to close sections of the auditorium entirely, with a consequential saving of overhead expenses, light, attendants, etc. If the worst came to worst, the whole thing could be abandoned and the public could go to the Royal Albert Hall instead.

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We supplied food hampers at Christmas to two of our postal workers and families, and a plant to a hospitalized member. We expect to supply hampers at Easter, if any are needed.

New officers for 1967 have not been elected due to a quorum not being present at meetings. The Executive are seriously thinking of disbanding if more members do not attend.

No meeting is scheduled for March, but a meeting will be held on Thursday, April 20 at the Hart Bldg., Fort Street at 8 p.m. at which time a final decision will be made.

JEAN WOOD, Secretary.

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